

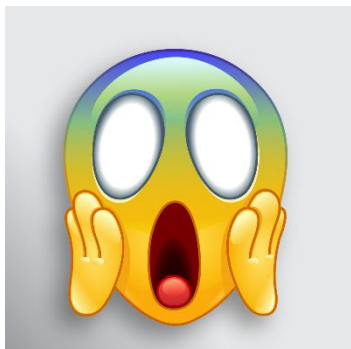
IPPS-A: FRAGO 5 Top 5

What All Soldiers Need to Know. You Won't Believe #4

By: IPPS-A Change Management Team

1. What the H-E-Double Hockey Sticks is going on?

The U.S. Army has released FRAGO 5 which provides detailed instructions on how to field the Integrated Personnel and Pay System - Army (IPPS-A) a revolutionary new pay, personnel and talent management system that is coming to all three components in 2021. It will affect every Soldier's record and how your unit does daily operations. If you ignore FRAGO 5, you're going to have very bad days.



2. Record jacked up? Let's get it fixed!

The entire Army G-1 community has a fire lit under them like never before to get record reviews done now before IPPS-A goes live. Why? Some systems that feed into your record brief are going away; some are being taken over. It's easier for the Army to fix things now rather than put broken data in a shiny new system. Who lit that fire? The boss. Yes, *that* boss.



3. Who does what now?

- Soldiers: Check your human resources (HR) records in Defense Manpower Data Center (DMDC), Army Training Requirements and Resources System (ATRRS) and your Soldier Record Brief (SRB).
- Units: Conduct Enhanced Personnel Record Reviews (PRRs) and use monthly Data Quality Assessment Reports (DQARs) to resolve errors.
- HR Community: Follow monthly DQARs to resolve errors and conduct migration drills prior to IPPS-A go live.



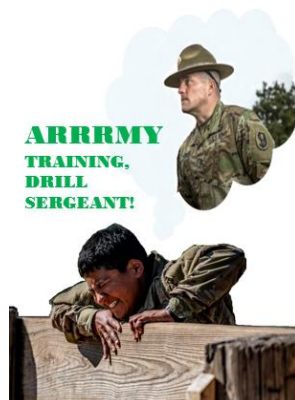
4. Got anything in there for the Commander or First Sergeant?

Yes, we do! IPPS-A played its reverse Uno card and now some of the work is rolling uphill. There are tabletop exercises, kick off events, transformation working groups and summits (both CONUS and OCONUS). Every piece of HR paperwork you handle now — unit rosters, readiness, retention, etc. — is going to change. *Bigly!* There's also a data quality checklist with plenty of red boxes that is going to go to your boss's boss's boss. Red boxes in a briefing? *Very ungood.*



5. "Army training, Drill Sergeant! We like it. We love it. We want more of it."

Swing by the Adjutant General Schoolhouse for one of five (5!) functional IPPS-A courses: instructor, admin, talent management, audit and internal controls, or data manager courses. There's even a mobile Military Pay (MilPay) Training Team in a Scooby Doo van driving around the U.S. to transfer MilPay knowledge from the Financial Management (FM) community to the HR community. (Mystery not included.) Bonus points if your unit adds "What is IPPS-A?" to board questions.



In addition, two flexible training databases of IPPS-A Release 3 training resources will be included into the curriculum for Soldiers completing Initial Military Training and Professional Military Education courses starting third quarter of FY21. Distance Learning New Equipment Training will begin in May 2021. Train The Trainer (T3) begins in July 2021 followed by hands-on training with individual units and Human Resources Professionals scheduled from July to November 2021.

The end goal for FRAGO 5 is to help successfully deploy IPPS-A Release 3 to the Total Army by December 2021.

To learn more about FRAGO 5:

- Visit IPPS-A on [S1Net](#).
- HR Soldiers can join the IPPS-A Closed Facebook group: facebook.com/groups/875398305999928.
- Questions can be submitted at: usarmy.pentagon.hqda-ippa-a.mbx.ippa-a@mail.mil.
- Points of contact are: LTC LaTika S. Dixon, Chief, Plans and Operations Branch; and LTC Boyd Bingham, Functional Management Division.